



BENEFIT INFORMATION SENIOR MANAGEMENT (DEPARTMENT DIRECTORS)

In this leaflet, we are providing general information, which will be helpful to you in evaluating the City of Sunrise. If you have questions concerning a specific item, or interpretation, please feel free to contact the Personnel Department at (954) 838-4522.

HISTORY

The City of Sunrise is located in western Broward County and is home to the state's second largest tourist attraction, Sawgrass Mills Mall, which draws over 25 million visitors a year. Sawgrass Mills offers approximately 2.7 million square feet of shopping, dining and entertainment. Also making its home in Sunrise is the 20,000+-seat BankAtlantic Center, home of the NHL's Florida Panthers.

Sunrise has a diverse population of 90,000+, and offers its residents a variety of attractive, well-maintained neighborhoods - from private, gated golf course communities to quality rental properties. The City is currently experiencing growth in office and commercial development. Many major corporations have relocated to the City over the past decade.

Incorporated in 1961, the City of Sunrise has grown from a small suburban community known as Sunrise Golf Village, to Florida's 19th largest city out of 400+ municipalities.

The City provides a variety of municipal services. Through the Utilities Department, it provides water and sewer services to approximately 200,000 people. The Gas Department serves people over a 30-square-mile area. The Planning & Development Department, along with the Building Department, performs important permitting and enforcement activities, as well as oversees the City's current construction projects and future development. The Public Works Department maintains roadways, stormwater drainage systems, streetlights and rights-of-way. In addition, the Police and Fire-Rescue departments provide for the safety and well being of our City, while the Finance, Central Services, Management Information Services and Personnel departments carry out administrative duties. In all, approximately 1,300 employees work to make Sunrise one of the best cities in Florida.

The City also provides a variety of recreational facilities, including swimming pools, a tennis club, a golf club, a performing arts center, an athletic club and acres of beautifully landscaped parkland. Special trips, activities and athletic leagues are organized for children, adults and senior citizens through the Department of Leisure Services.

HOLIDAYS

All full-time regular employees receive fourteen paid holidays per year, including: New Year's Day, Martin Luther King, Jr. Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving, and Christmas Day. Other holidays are an employee's birthday and four Floating Holidays, which may be observed on any regularly scheduled workday, and must be used during the fiscal year. Employees must have at least 26 weeks of city service to be eligible for Floating Holidays.

VACATIONS

The City provides Executive employees with nineteen (19) days of Annual Leave each year. To recognize length of service, employees begin earning an additional week of Annual Leave after completion of five years of service (making 24 days of Annual Leave); they begin earning another week after completing 10 years (making 29 days of Annual Leave); and begin earning another week after completing 17 years of service (making 34 days of Annual Leave). Employees are eligible to use their Annual Leave as earned.

HEALTH INSURANCE

The City offers excellent group medical coverage with the City paying 100% of the premium for either single or family coverage. Also, there is a retiree health insurance subsidy of 80% of the monthly premium until age 65 and thereafter, 75% of the benefit received immediately prior to attaining age 65.

LIFE AND AD & D INSURANCE

Life insurance is paid by the City equivalent to one year of salary and also accidental death or dismemberment insurance of an equivalent amount. Additional life insurance is available at group rates. If an employee leaves City employment after age 50 with 10 years of service, the City will continue to provide life insurance coverage until age 66.

ADDITIONAL INSURANCE

The City pays 100% of the premium for Dental and Catastrophic Health and Intensive Care Insurance (AFLAC) for employee and their eligible dependents. Long-Term Disability Insurance is provided for the employee. Also, optional Long Term Care Insurance is available at the employee's expense, however, after ten (10) years, the City assumes the cost.

SICK LEAVE

All full-time City employees accrue Sick Leave at the rate of one eight (8) hour day for each month of employment with the City, beginning on the first month of employment. As an incentive for non-use of Sick Leave, the City offers up to six (6) days of Sick Leave conversion to Annual Leave; and a bonus of up to three additional days of Annual Leave.

PENSION PLAN

The City provides a defined benefit pension plan for all full-time employees. An employee becomes vested after five years of service. The normal retirement age is 55, with early retirement at age 50. A department director receives 5% credit for each of the first ten years of employment and 2% for each additional year of service. The retirement benefit is calculated based upon the salary for the best twelve consecutive months of employment. Management employees are required to contribute 8.70% of their salaries into the general employee pension plan.

DEFERRED RETIREMENT OPTION PLAN (DROP)

The City offers a deferred retirement option plan (DROP) for up to sixty (60) months for eligible employees.

401(a) AND 457 DEFERRED COMPENSATION PLANS

The City makes a contribution into a 401(a) Plan equivalent to 6% of salary. In addition, the City offers a 457 Deferred Compensation Plan, which is an IRS approved method for saving, open only for public employees, to defer income taxes on earnings until

retirement. The ICMA Retirement Corporation invests the money from both plans in investment funds that the employee chooses. There is a wide range of investment options offered and you can change your investment choices anytime.

ADDITIONAL BENEFITS

- Car Allowance – The City provides each department director a \$200 monthly car allowance.
- Eye care – The City will provide a reimbursement of \$250 every two years for eye care or eyeglasses.
- Annual Physical Examination – The City will reimburse up to \$250 annually for a complete physical examination and up to \$150 annually for an EKG stress test.
- Department Directors are allowed the option of receiving a cash payment for up to 250 hours of annual leave that is in excess of the applicable annual leave cap, as of the end of the fiscal year.
- Longevity Bonus: 10 years – 5% additional salary; 15 years – 2.5% additional salary; 20 years – 5% additional salary.

BEREAVEMENT LEAVE

Any employee who suffers the death of an immediate family member shall be granted bereavement leave of three working days for in-state funerals and five working days for out-of-state funerals.

TUITION REIMBURSEMENT

For employees with at least two (2) years of service, the City offers tuition reimbursement for an educational program in a field related to their position. For a grade of A or B in a state undergraduate degree program course, the employee receives 100% reimbursement. For a grade of C, the employee receives 50% reimbursement. For a grade of A, B or C in a state advanced degree program course, the employee receives 100% reimbursement. In addition, employees will be reimbursed for books and laboratory and registration fees (up to a maximum of \$500 per semester or quarter). Requests are reviewed by the Personnel Director prior to approval.

CREDIT UNION

All employees of the City may join the City County Credit Union, which offers all normal banking services.

This handout contains a general summary of benefits that are available to City of Sunrise Department Directors. Benefits may vary according to the particular job, and benefits may be increased, modified or decreased, without further notice.

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